



ANTI- BULLYING POLICY

*(‘We become unavailable for learning
when we feel -VUNERABLE’)*

SCHOOL MISSION STATEMENT

In Derrylatinee St Francis Primary School we aim to provide a working, caring and happy environment in which the potential of every child can be realised. We wish to promote in all our pupils such values as will make them caring, responsible citizens. We believe in the dignity and worth of each individual and in the development of the whole person. All members of staff share these values and work to ensure a child-centred approach in which caring is a shared responsibility of all staff.

These values underpin and shape all our school policies.

AIMS AND OBJECTIVES OF OUR ANT-BULLYING POLICY

- We believe that all children have the right to learn in an environment, which is free from intimidation and fear.
- Accordingly, we will work to create an environment within which positive relationships will be fostered and violent behaviour of any sort will be unacceptable.
- Within such an environment, bullying behaviour will not be tolerated.
- Should bullying occur, the needs of victims of bullying will be paramount, and the school will take all reasonable measures to ensure that the situation is resolved and will not reoccur.
- The school will seek to involve and inform parents in all areas of its anti-bullying work.

LINKS WITH OTHER SCHOOL POLICIES

This anti-bullying policy forms part of the school's overall Pastoral Care Policy.

It links with the child protection policy in which the school outlines the steps it will take to protect children from harm and develop their personal safety strategies.

It links with the discipline policy in which the school outlines the types of behaviour which are considered appropriate and inappropriate, together with the sanctions which will be used as part of the disciplinary process.

AGREED DEFINITION OF BULLYING BEHAVIOUR

Following consultation the following definition of bullying behaviour has been agreed:

Bullying is a form of aggressive, hurtful behaviour, which is persistent and unprovoked. It involves an abuse of power. It may take various forms, including physical, verbal and emotional. Examples of bullying behaviour include:-

Behaviour:

Physical: pushing, shoving, nipping, hitting, tripping, and kicking

Verbal: here the voice is used as a weapon – name-calling, teasing, spreading rumours

Emotional: here the bully uses aggressive body language or behaviours, in some cases personal property is involved – excluding from play, threatening, pulling faces, damaged belongings.

Cyber: using mobile phones/text messages, chat rooms, etc

PREVENTIVE STRATEGIES

We believe that the implementation of preventive measures will help to reduce the incidence of bullying behaviour.

We will take the following steps:-

Ethos and Pastoral Care:

We will seek to be a “listening school”, in which pupils are encouraged to express their feelings, fears and concerns. We will promote and reward positive behaviour through measures such as awards for caring and friendliness.

Curriculum:

We will provide personal safety teaching from P1 – P7. This will help children to develop a range of skills including assertiveness and communication skills.

Resources include Walk Tall Programme, Circle Time and elements of the RE Programme.

Playtime Supervision:

We will provide training for teachers, classroom assistants and lunchtime supervisors in the promotion of positive play and strategies for dealing with incidents of bullying.

We have Playground Friends system in operation

AGREED CODE FOR CONDUCT FOR THE SCHOOL COMMUNITY

Children:

Children have an entitlement to be educated in an environment, which is safe, caring and respectful of their individual needs.

Children have a responsibility to treat all other children, teachers and other staff with respect. They have a responsibility to refrain from engaging in bullying behaviour and to report it if they are aware of it occurring.

Parents:

Parents have an entitlement to expect that their child will be educated in an environment, which is safe, caring and respectful of their individual needs.

Teachers and Other Staff:

Teachers and other adults in the school community have an entitlement to work in an environment, which is characterised by respect and caring for all.

Teachers and other adults in the school community have a responsibility to contribute to the creation of such an environment and to work for the well being of all pupils.

PROCEDURES FOR DEALING WITH INCIDENCES OF BULLYING BEHAVIOUR, INCLUDING CONTACT WITH PARENTS AND EXTERNAL AGENCIES

Each case of bullying will be dealt with individually and follow-up action will be tailored to meet the individual needs of the children concerned.

The following steps will be followed:

1. Reporting of an Incident:

When a bullying incident is reported, the information will be passed on to the following people:

The teacher of any child involved

The principal – Mrs McNeice

The designated teacher for child protection – Mrs McNeice

2. Investigation of an Incident:

The designated teacher for child protection, in co-operation with any class teachers concerned will normally carry this out.

Pupils involved will be interviewed and a record made of their responses using the school's incident report form.

Parents of all pupils involved will be informed of the school's action up to this point and will be kept informed of subsequent action.

3. Agreeing a Plan for Resolution:

Working with the children concerned, the designated teacher will devise a plan for resolution of the conflict. This plan will include targets for acceptable behaviour and will set out support measures, which will be provided for the children concerned. Any disciplinary

action required would use the system of sanctions, which is set out in the school's Discipline Policy.

4. Reviewing the Situation:

The situation will be monitored and formally reviewed within one month of the initial report. The designated teacher, in co-operation with the other teachers, children and parents concerned, will do this.

5. Involvement of Other Agencies in Provision of Support

When necessary, the school will draw on support from a range of outside agencies including Education Welfare Officer, Behaviour Management Team and the Educational Psychology Service. In most instances, the school will seek to deal with the situation from within its own resources. However, if it becomes clear at step 3 or 4 that outside help is needed, the school will not hesitate to avail of it.

MONITORING AND REVIEW OF THE ANTI-BULLYING POLICY

The Principal and designated teacher for child protection will monitor implementation of this policy. A report on implementation will be provided to the Board of Governors, within the overall report on pastoral care provision.

The policy and procedures are kept under review and updated in consultation with staff, parents and children in line with best practice as disseminated by DENI, E.A. and the DHSS.

Approved by Governors: November 2017

Date of Next review: December 2018

Signed:
Mrs Mc Neice
Phelim Marrison

Designated Teacher

Principal
Chair of Board of Governors



Bullying

Bullying is a highly distressing and damaging form of abuse and is not tolerated in our school. All the staff are vigilant at all times to the possibility of bullying occurring, and will take immediate steps to stop it happening, to protect and reassure the victim and to discipline the bully.

Any complaint by a parent that their child is, or may be, being bullied will be fully investigated by the Principal and team action will be taken to protect the victim. This will usually include ensuring that another child or small group of children befriends and supports the child being bullied during the school day. A parent making the complaint about bullying will have a

personal response from the Principal within one week of making the complaint, indicating the investigation which has been carried out and the action taken.

The sanctions taken against a pupil who bullies will depend on the seriousness of the case, but will include the loss of privileges or position of responsibility he/she holds in the school. His/her behaviour will be carefully monitored until staff is satisfied that the problem has stopped.

If a pupil's bullying behaviour persists, the second stage will be to instigate the child protection procedures described above.